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24 April 1959  
D-R-A-F-T  
~~CONFIDENTIAL~~ jmc  
25X1A9a

25X1A9a  
[REDACTED]

Career Service Comments (Section E)  
Career Preference Outline

The Career Service Board concurs in the career preference indicated and in the long-range objectives for developing and refining the cartographic operation. The Board also feels that there is an abundance of developmental work to be done and sufficient challenge in administration and management to keep [REDACTED] 25X1A9a profitably employed for years to come. Provision should be made for 25X1A9a [REDACTED] to realize his immediate objective in a management training program of short duration at a leading university.

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(When Filled In)

## CAREER PREFERENCE OUTLINE

This Outline, when completed, is a documented description of the individual's career interests and proposed career activities together with the comments of his supervisor and his Career Service. The original will be filed in the employee's Official Personnel Folder and will serve as a guide for future personnel actions affecting him. Implementation of career preferences must depend upon the needs of the Organization.

- CONSULT ATTACHED INSTRUCTION SHEET PRIOR TO COMPLETING THIS OUTLINE -

## SECTION A.

## GENERAL

1. NAME OF EMPLOYEE (Last-First-Middle)	2. DATE OF BIRTH	3. SERVICE DESIGNATION	4. GRADE
[REDACTED] 25X1A9a	26 March 1927	IP	GS-12
5. ORGANIZATIONAL TITLE	6. POSITION TITLE	7. OCCUPATIONAL CODE	8. OFFICE OF ASSIGNMENT
Deputy Chief of Branch	Geographer (Cartography)	GS-0150.02	OSR-D/GC/USSR-Sat. Br.

## SECTION B.

## CAREER INTERESTS

## 9. GENERAL TYPE OF ACTIVITY

Cartography

## 10. SPECIFIC TYPE OF ACTIVITY (Including assignments)

## A. IMMEDIATE (Within next 1 to 2 years)

1. Further experience in cartography and supervision.

2. Should like to represent the Cartography Division on the [REDACTED] in 1958-60.

25X1X7

## B. LONG-RANGE (Within next 3 to 5 years)

Should like to have a position with broader supervisory activities and more responsibilities. Would welcome the opportunity to get a deeper insight into mapping and map use by all components of CIA, and be able to give other components the benefit of my knowledge and experience.

## SECTION C.

## TRAINING

## 11. ORGANIZATIONAL, EXTERNAL, AND ON-THE-JOB TRAINING

## A. IMMEDIATE (Within next 1 to 2 years)

I-5 - Effective Speaking; short course in Elementary Russian, Phase II; Regional study on Eastern Europe.

## B. LONG-RANGE (Within next 3 to 5 years)

B-8 - Basic Management; Further formal Russian language training; a course in graphic design; opportunity to study with a leading commercial or institutional cartographer/artist.

## 12. ADDITIONAL COMMENTS

I recognize that the implementation of my career preferences must depend upon the needs of the organization. I understand that my performance, capabilities and interests will be given due consideration.

## 13. DATE COMPLETED

26 Aug 57

## 14. SIGNATURE OF EMPLOYEE

25X1A9a

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SECTION D.

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15. RELATIVE TO CAREER INTERESTS OF EMPLOYEE

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██████████ career preferences obviously are toward supervision and management. Opportunities for further experience will continue to be offered him, though at this time no commitment can be made toward offering him significantly more responsibility than obtains in his present assignment as Deputy Branch Chief. He will be seriously considered for more responsible supervisory opportunities which may arise in the next 5 years.

25X1A9a

25X1X7

██████████ is a strong candidate to represent D/GC on the ██████████ and should be given serious consideration for the opening which becomes available during the summer of 1958.

16. RELATIVE TO TRAINING FOR EMPLOYEE

A request for Course I-5, Effective Speaking, has recently been approved. When practicable, the requests for completion of Elementary Russian (Phase II) and for a regional course on Eastern Europe will be approved. The two latter requests are dependant on his possible selection as the D/GC representative on the ██████████. Serious consideration will be given to his long range training suggestions. In any case, as many of his training preferences as are feasible will be honored.

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17. TYPED OR PRINTED NAME OF SUPERVISOR

25X1A9a

18. SI

TITLE

Chief, USSR-Satellites Branch, D/GC/RR

20. DA

29 August 1957

SECTION E.

FOR USE OF CAREER SERVICE

21. COMMENTS

22. TYPED OR PRINTED NAME

23. SIGNATURE

24. TITLE

25. DATE

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## SUPERVISORY COMMENTS ON CAREER PREFERENCE OUTLINES

TO:

Chairman, ORR Career Service Board

SUBJECT:

(Name)  
25X1A9a

## 1ST INDORSEMENT

COMMENTS BY CHIEF (Division or Staff)

25X1A9a

[REDACTED] shows considerable promise in the field of cartography.

Current supervisory responsibilities are performed in an effective manner

25X1X7 and indicate an additional potential. He will be given consideration for assignment to the [REDACTED] early in FY 1959. (Replacement for 25X1A9a

25X1A9a [REDACTED] D/GC/RR, currently on assignment). [REDACTED] stated career preference appears to be feasible and beneficial to the Division. I believe his career should be in D/GC/RR.

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## 2ND INDORSEMENT

COMMENTS BY AREA CHIEF (When applicable)

- ☐ I CONCUR IN THE (Division) (Staff) CHIEF'S COMMENTS
- ☐ AS THE EMPLOYEE IS NOT PERSONALLY KNOWN TO ME, I ACCEPT COMMENTS OF (Division) (Staff) CHIEF
- ☐ OTHER (Specify)

DATE

SIGNATURE